



System Alignment Taskforce

September 30, 2014

**Center for Education and Career Innovation
Conference Room 118
143 W. Market Street
Indianapolis, IN 46204**

MEETING MINUTES

Taskforce Members Present: Rep. Steve Braun, Brian Burton, JR Gaylor, Brooke Huntington, Joe Loughrey, Teresa Lubbers, Neil Pickett, Derek Redelman, Carol Rogers, Dave Shane

Taskforce Members Not Present: Eric Shields

Staff Present: Nate Klinck, Nicole Norvell (FSSA-DDRS), Lance Rhodes (FSSA)

I. Welcome and Call to Order

Taskforce Chair, Neil Pickett called the meeting to order at 12pm, welcomed members, and noted that a quorum was present.

II. Review and Approval of September 18, 2014 Meeting Minutes

Taskforce members reviewed the meeting minutes from the September 18th meeting, and following review, Mr. Redelman motioned approval; Ms. Rogers seconded the motion; motion passed.

III. Discuss Functions of Integrated Workforce Development System

Mr. Klinck provided the taskforce with a presentation that detailed the funding streams available to provide intake, assessment, counseling, education and training, supportive services, job readiness preparation, job placement, and follow-up services to Hoosier adults that need or desire access to the information, education, and skills required for career success. Mr. Klinck's presentation attempted to map out how multiple funding streams could be integrated towards providing an integrated client service process for those individuals.

During discussion, members of the taskforce questioned the placement of certain funding streams within the integrated client service process. Taskforce members discussed whether programs and funding streams dedicated specifically to needs-based education grants overseen by the Commission for Higher Education should be fully included in the process. They also discussed the role of unemployment insurance as a workforce "development" program, and whether it should be fully integrated, or kept separate, from the process. Members mentioned that for too long the system has been identified as being the unemployment system, and that the focus of the system must be developing the workforce. They also discussed whether the system could be fully integrated in such a manner, or if the funding streams identified were limited to serving specific eligible populations.

Taskforce members agreed that the integrated approach was the right direction to go, but wanted to ensure that it was recognized a dynamic approach towards ensuring that the system prepared adult workers to meet the needs of the state's business community.

Mr. Klinck then shared an example of what an integrated business service delivery system could look like. His graphic highlighted how business outreach functions, such as job placement, internships, and job coaching could be done through an integrated approach. It also identified how business services such as recruiting and placement, employer training, and employer support services could be integrated in a one stop/single point-of-contact approach. Taskforce members discussed the challenges of implementing a system such as this without the ability to fully pool funding and block granting it to a single entity. Taskforce members agreed that the integrated approach presented represented a form of an ideal state, but communicated that it will take significant time and effort to fully develop and implement such an approach.

IV. Discuss Initial Taskforce Recommendations

The taskforce discussed a number of initial recommendations that Mr. Klinck had put together based upon previous taskforce discussions. The initial set of recommendations consisted of:

- Ensuring that programs and agencies in the workforce development system should base programs on entered employment, retained employment, and increased earnings outcomes, with goals established for the number of clients placed into education or training and the number of degrees or credentials earned by those clients;
- Programs/funding streams should be integrated into a single system, which would include TANF and SNAP being integrated into DWD operations and Voc Rehab and DWD processes being integrated;
- System partners should put an increased focus on alternative service delivery methods, including electronic/virtual service delivery and a reduction in the footprint of physical offices; and
- There should be a reduction in administrative/overhead expenditures among program funding streams, with a greater focus of funds being dedicated to direct client services.

The taskforce discussed the implications of these recommendations, with attention on the level of detail that it would include in the recommendations it advances to the Career Council. Taskforce members also discussed the importance of including a recommendation that funding levels be tied directly to performance and outcomes. Following further discussion, taskforce members asked Mr. Klinck to improve the model of integrating funding streams into a single dynamic system helps prepare adult workers for the needs of Indiana's businesses, particularly for jobs that are high wage and high demand. Mr. Klinck agreed to make the changes requested by taskforce members.

At the next taskforce meeting, members will review updated recommendations on agency/program integration and recommendations on regional service delivery areas and state-level governance structures.

V. Adjourn

Mr. Pickett adjourned the meeting at 1:30pm.